

IDAHO WORKFORCE DEVELOPMENT COUNCIL

June 6, 2007 Meeting Minutes

Welcome and Introductions

Council Chair Con Paulos called the meeting to order at 10 a.m. He introduced each new member of the council. He noted that several members had notified him of their absence because of school graduation events or vacations. Chair Paulos then asked all council members and guests to introduce themselves by name, organization and interest in workforce development.

The chair reviewed the meeting agenda and asked for any changes. There were none. The minutes of the January 17, 2007 were presented for review and acceptance. Lois Bauer moved and Dave Whaley seconded the minutes be approved as written. The motion carried unanimously. The minutes of the April 18, 2007 Executive Committee were presented for review. Dave Whaley moved and Alex LaBeau seconded and the minutes were unanimously approved as written.

Consent Agenda

Cheryl Brush, Idaho Commerce & Labor, presented Transmittal #1 and a list of new training programs to be included in the Workforce Investment Act's (WIA's) Eligible Training Provider List. A WIA training provider must be on this list and the list has to be updated for new providers or programs. Since July 1, 2005, the state council has approved the updates. Staff relies on input from the entities under the State Board of Education before proposing a provider be added to the list. There wasn't any discussion so Dr. Dene Thomas moved and Don Smith seconded the motion to approve Transmittal #1. The motion passed.

Transmittal #2, Request for council approval for Use of Special Administration Fund by Commerce and Labor for meeting workforce related department expenses in PY07 and PY08, was presented by John McAllister. He outlined the history and uses of this fund and directed the council's attention to the attached Annual Report to the Idaho Legislature. The planned use of these funds will be similar to that in previous years:

- Alleviate service reductions due to declines in federal funding of programs;
- Add enhancements to the department's automated systems;
- Help in remodeling or purchasing department facilities; and
- Supplement federal funding in the operations of the department's WIA programs and its share of council expenses.

There being no discussion, the council unanimously approved the department's use of Special Administration Funds for Program Years 2007 and 2008 when Chair Paulos called for the vote as a part of the consent agenda.

Chair's Report

Chair Paulos noted that this was his first council meeting as chair and that he has some thoughts that he would like to share as ideas to think about or things the Workforce Development Council will likely face as the members work through policy decisions.

- Our communities are facing a falsehood, "meth is not a problem". This ignores the devastating and lasting effects methamphetamines have on users. A sizeable share of our workforce is being locked up with little being done in terms of workforce training and drug treatment. We need to have these people rehabilitated so they can be productive and help fill the looming worker shortage that is coming with the aging of the population. *How can we help prisons become training facilities for those inmates who will be re-entering our communities?*
- "Immigration wouldn't be a problem if we enforce the rules, close the borders and deport the illegal immigrants." This approach ignores our need for workers in many manual jobs, or at the other end, highly specialized scientists. *How would we cope with a sudden loss of millions of lower-skilled workers?*
- We have been presented with statistics on the low number of Idaho students who eventually achieve a college degree. We know that degreed workers generally earn more than the non-degreed and the good jobs of the future will require higher education. *How can we encourage our young people to go to college and earn a degree? (I include the technical schools in this question.)*
- We need to encourage our older workers to keep working if they want. *How do we create retirement jobs that meet their needs as well as the employers? Do we need to remove the financial disincentives for work after retirement?*
- *How do we encourage school district consolidation in Idaho?* Chair Paulos indicated that this is a personal objective of his because he thinks we can save administrative and facility dollars while improving schooling by broader course selections and attracting better teachers.

Legislative Update

Cheryl Brush provided an update on federal legislative matters and other policy concerns. She said Memorandum of Understanding agreements have been received by the state from all the required partners. Congress passed new minimum wage legislation that results in a three-step increase from the current minimum of \$5.15 per hour to \$7.25 per hour effective July 24, 2009. Based on current wage rates and employment levels, it is estimated about 80,000 Idaho jobs will be affected. The federal appropriations for the workforce programs are about even with last year, but the formula used to allocate funds to the state results in substantial losses to Idaho. This is because our unemployment rate, which is a major factor in the formula, is so low. President Bush is rumored to be ready to veto any appropriations that significantly increase the budget for the workforce programs. WIA Reauthorization is still being discussed but the battle over immigration reform might force reauthorization off the agenda for this year.

WIA Plan Modification, Transmittal #3

Cheryl presented a summary of Modification 2 to the Five-Year Plan for Title I of the Workforce Investment Act and the Wagner-Peyser Act. This modification includes a budget for PY07 expenditures as well as any updates to the overall strategic plan, including policies and objectives developed by the council, for the next two years. The current WIA Five-Year Plan became effective July 1, 2005 and expires July 1, 2010. However, the starts and stops of the WIA Reauthorization effort have resulted in states being directed to file strategic as well as bi-annual budget modifications.

A draft modification was prepared and published for public review and comment on May 11, 2007. On April 18, the council's Executive Committee reviewed and amended the Goals and Objectives portion of the modification. The committee also approved a funding strategy for PY07 as well submitting waivers to certain WIA regulations and guidelines. (Waivers are allowed if they provide states some flexibility in tailoring programs to local needs or achieving administrative/operational efficiencies.) The Executive Committee's decisions are reflected in the published draft. Transmittal #3 summarizes the waiver requests, funding strategy and Goals and Objectives that are in Modification 2 to the state plan.

Council members reviewed and discussed as needed each of the decisions reflected in the transmittal. Some semantic changes were approved for the Goals and Objectives. No other changes were made. John Currin moved and Dr. Dene Thomas seconded the approval of Modification 2. The motion carried unanimously.

Guest Presentations

Idaho Child Care Program

Genie Sue Weppner, Program Manager for the Division of Welfare, Health and Welfare, updated the council on changes being proposed for the Idaho Child Care Program (ICCP). Ms. Weppner noted that 62 percent of Idaho mothers with children under age five are in the workforce. The ICCP provided more than \$31 million in subsidies in 2006 to a monthly average of 6,700 Idaho families. In addition, \$2.7 million is devoted to Idaho STARS and \$1 million is awarded for safety inspections as part of the quality improvement funding. Eligibility is based on income and participation in work and education. In 2005, the state consolidated its eligibility processes to provide consistency and save resources. Resource and referral services for parents and providers are maintained by the agency. There has been a significant effort to provide services to improve the quality of providers and child care in the state. She reported that there is clear evidence of a link between positive child outcomes and increased levels of education for providers, staff to child ratios and metrics for retention and stability. She noted that this is only one of many efforts to improve early care and learning in the state. Regrettably, funds are no longer sufficient to respond to needs and the agency is seeking changes to eligibility rules to maximize opportunities while relying within available funding. In response to questions from the council, Ms. Weppner indicated that the

agency would like to raise income levels and reimbursement rates, but that there are not enough funds to accomplish that.

CSI Nursing Program

Dr. Claudeen Buettner, Executive Vice-President and Chief Academic Office for the College of Southern Idaho, led a panel comprised of contributors to the CSI Nursing Program Community Based Job Training grant. Also presenting were Monica Castaneda-Kessel, CSI; Linda Barnes, St. Luke's Magic Valley Regional Medical Center; Joe Herring, Region IV Development and Roy Prescott, LTC. Dr. Buettner introduced concepts for the CBJT grant, thanking the council for their original \$50,000 investment in the project. She lauded the partnership between industry and the college as critical to the success of the effort. She noted that the region was forecasting labor needs significantly higher than currently produced by the college for CNAs, LPNs and RNs.

Dr. Buettner listed six goals for the project including increasing the number of nursing and health occupations faculty, expanding the pipeline to dual credit options in the regional high schools, using new career lattices for developing RNs and developing new funding sources. She shared the substantial progress on these goals including development of eight new laboratories and 115 graduates in dual credit programs. At the postsecondary level, 11 new programs have been added to expand training with over 270 graduates of the RN program. By 2011 they hope to expand to 200 ADN and 70 PN graduates per year.

LCSC Dental Hygienist Program

Rob Lohrmeyer of Lewis-Clark State College and Jerry Davis of the Idaho Dental Association presented information on a new LCSC dental hygienist training program that is being established via a Workforce Innovation in Regional Economic Development (WIRED) grant awarded a partnership of four northwest community/professional-technical colleges. A significant amount of the training will be done via distance-learning techniques such as electronic classrooms. Lane Community College, in Oregon, is the lead partner in the project and will develop the distance learning materials. LCSC will provide clinical experiences on site or with local dentists. Initially six students will be enrolled in this program at LCSC.

Jerry Davis remarked the Idaho Dental Association supports this program because it brings dental hygienist training to north-central Idaho and fills a real void. Additionally, the long-distance training and partnership aspects are exciting new ways to bring specialized training to locations that might not otherwise afford it. It also has the potential of reducing training costs.

Workforce Information Grant/Plan, Transmittal #4

Georgia Smith, Administrator of Communications and Research, provided some background to Commerce and Labor's economic research and labor market information (LMI) program. She said the department has access to a vast amount of information, but

it often has to be "repackaged" into use products. The department posts much of this information on the Internet as well as publishing a monthly newsletter that analyzes state and regional labor market developments. The demand for new LMI products continues to grow, but the financial resources for collecting and publishing the data continue to decline. Ms. Smith also noted the department has assumed the wage survey responsibilities previously done by the Division of Human Resources which was disbanded by Governor Otter.

Bob Uhlenkott presented Transmittal #4 that summarizes the LMI Plan for the coming year. He said that in addition to the regular LMI products, emphasis is going to be given to regional employment projections, site/area specific economic impact/multiplier analyses, clustering occupations and industry projections for career decision-making and conducting another fringe benefit survey.

John Panter, Regional Labor Market Economist for southwestern Idaho presented the results of an exploratory study of underemployment, specifically persons with part-time jobs who desire full-time work. A model was developed that uses department job order information and other administrative data to develop an estimate of the underemployed. This model can be used for a variety of geographical areas and for different points in time.

Disability Navigator Grant, Transmittal #5

Cheryl Brush, Idaho Commerce & Labor, presented Transmittal #5, advising the council that Idaho is the recipient of a \$1.1 million disability grant to improve services to people with disabilities through the one stop system. At the request of advocates for the population, the grant establishes a committee to identify policy barriers to employment of people with disabilities. Transmittal #5 requests the council to name the ADA Task Force's State Steering Committee as the barrier removal committee in the grant and invites members to join the group if they wish. Lois Bauer moved and Millie Flandro seconded a motion to accept the State Steering Committee as the barrier removal committee. Motion approved unanimously.

WIA National Farmworker Jobs Program, Transmittal #6

Leandra Burns, Idaho Commerce & Labor, presented Transmittal #6, which noted that two proposals, one from the Community Council of Idaho (formerly Idaho Migrant Council) and another from the Idaho Department of Labor, had been submitted for competition to receive the National Farmworker Jobs Program grant, which is designed to provide employment, training and related support services to migrant and seasonal farmworkers in Idaho. The council had been provided abstracts of both proposals and provided the opportunity to offer comments on the proposals. No members provided comment on either proposal.

Job Corps Presentation

Christine Dolan and Michelle Woods from Centennial Job Corps in Nampa, which serves several hundred students a year, gave an informational presentation on program eligibility and training offerings it provides to eligible youth from 16 to 24 years of age. They highlighted the residential occupational-skills training program's Career Development Services system, as it focuses on career preparation and career transition services.

A 1990's study showed that the program's return on investment for Job Corps was \$1.70 for each program dollar expended, saving public dollars. Students stayed in the program an average of eight to 12 months to complete their training. Ms. Dolan and Ms. Woods extended an invitation to the council to visit and tour their Nampa facility.

"Gear Up" Project Presentation

Decker Sanders from the State Board of Education gave information on the Gear Up project, a six-year, \$17.8 million federal grant which the State of Idaho received to help low income students become better prepared for higher education. The GEAR UP Idaho grant allows schools with 50 percent of their students who qualify for free and reduced lunch to apply to become GEAR UP schools. Students in these schools will be eligible for greater career and academic counseling and postsecondary scholarships.

GEAR UP is a grant given by the United States Department of Education. The Board applied for the grant by partnering with several educational agencies including the State Department of Education, Career Information Systems and the Division of Professional-Technical Education. There is no direct cost to school districts. Forty-seven other states throughout the country have successfully modeled individual programs using GEAR UP funds. Close to 90 middle and high schools throughout the state are eligible to receive funding.

The GEAR UP Idaho program began the fall of 2006 school year. The program focuses on talking with students beginning in middle school about the importance of postsecondary education. The grant funds additional counseling staff and will help establish regional counseling centers throughout the state. These centers are anticipated to have a community advisory committee that will help develop programs and strategies to best fit the needs of the local community. Using grant funds and partnering with Idaho's colleges and universities, the state will also begin a marketing campaign to help parents and students understand how education can benefit them as an individual as well as their community.

Half of the federal funds will go directly to student scholarships. More than 600 students in participating schools will receive four year, renewable college scholarships up to \$16,000. Priority for the scholarships is based on financial need and academic preparation.

New Business

Calls for new business were made, however none was presented. The next council meeting was set for October 3, 2007 in Boise.

Workforce Development Council
Members:

Dick Armstrong (absent)
Sue Arnold (absent)
Lois Bauer
Kara Besst (absent)
Joe Burgoyne (absent)
John Currin
Millie Flandro
Tom Hally
Cindy Hedge
Betty Kerr (absent)
Alex LaBeau
Garry Lough for Tom Luna
Roger Madsen
Shirley McFaddan
Allison McClintick for Karen McGee
Patrick Minegar
Jan Nielsen
Kirby Ortiz (absent)
Con Paulos
Brent Reinke (absent)
Doug Sayer
Jim Schmidt (absent)
Donald Smith
B.J. Swanson
Dene Thomas
Kent Tingey
Dave Whaley
David Yoder (absent)

Guests:

Jim Adams
Melinda Adams
Susan Baca
Linda Barnes
Rico Barrera
Cheryl Brush
Kelly Buckland
Claudeen Buettner
Donald Buettner
Leandra Burns
John Cantrell
Monica Castaneda-Kessel
Susan Choate
Jerry Davis
Christine Dolan
Robin Dyck
Cheryl Engel
Jay Engstrom
Sam Greer
Dawn Hall
Joseph Herring
Dwight Johnson
Brady Kraft
Robert Lohrmeyer
Kent Mallory
John McAllister
Adam Danny Ozuna
Arthur Page
John Panter
Don Pena
Roy Prescott
Chris Ramos
Jerry Riley
Kristyn Roan
Lisa Roberts
Decker Sanders
Georgia Smith
Alice Taylor
Bob Uhlenkott
Rogelio (Roy) Valdez
Genie Sue Weppner
Cyndie Woods
Michelle Woods